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**Pusat Pengajian
Pengurusan Perniagaan**
SCHOOL OF BUSINESS MANAGEMENT
Universiti Utara Malaysia

**STIGMA DAN DISKRIMINASI TERHADAP PESAKIT HIV OLEH
KAKITANGAN PARAMEDIK DI PEJABAT KESIHATAN DAERAH GOMBAK**



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ABSTRAK

Stigma dan diskriminasi terhadap orang yang hidup dengan HIV (ODHA) masih berlaku pada masa kini. Kajian ini dijalankan bagi mengenal pasti adakah pengetahuan mempengaruhi stigma dan diskriminasi. Selain itu kajian ini turut dijalankan bagi mengenal pasti sama ada sikap (Attitude) yang kurang baik mempengaruhi stigma dan diskriminasi. Kaedah kuantitatif digunakan di dalam kajian ini yang melibatkan 152 responden (terdiri dari 31 orang Penolong Pegawai Perubatan Gred U29 dan 121 orang Jururawat Kesihatan Gred U29 yang bertugas di Pejabat Kesihatan Daerah Gombak. Borang soal selidik telah diedarkan kepada responden. Pemilihan responden adalah menggunakan kaedah pensampelan rawak mudah (Simple Randomize Sampling). Hasil kajian ini menunjukkan bahawa terdapat hubungan yang signifikan antara pengetahuan dan sikap yang kurang baik sehingga terbentuknya stigma dan diskriminasi terhadap ODHA. Kakitangan yang mempunyai pengetahuan yang tinggi dan sikap yang buruk terhadap ODHA telah menstigma dan mendiskriminasi ODHA. Kajian ini telah membawa kepada satu penemuan yang agak berbeza dan memerlukan kajian yang lebih menyeluruh pada masa akan datang dan suatu pendekatan yang lebih baik perlu diambil bagi melihat kurikulum yang terlibat dalam aktiviti latihan kepada kakitangan kesihatan.

Kata kunci : Stigma, Diskriminasi, HIV, Penolong Pegawai Perubatan, Jururawat Kesihatan



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ABSTRACT

Stigma and discrimination against People Living With HIV (PLHIV) is still prevalent today. This study was conducted to determine whether knowledge influences stigma and discrimination. In addition, this study was also conducted to determine whether negative attitude influences stigma and discrimination. The quantitative method was used in this study involving 152 respondents comprising 31 Assistant Medical Officers (U29) and 121 Staff Nurses (U29) working at the Gombak District Health Office. Questionnaires were distributed to respondents. The selection of respondents is a simple random sampling method. The results of this study indicate that there is a significant relationship between poor knowledge and attitudes that creates stigma and discrimination against PLHIV. Employees with high knowledge and adverse attitudes toward PLHIV have stigmatised and discriminated against them. This study has led to a slightly different finding that requires more comprehensive studies in the future and a better approach should be taken to look at the curriculum involved in training activities for health staff.

Keywords: Stigma, Discrimination, HIV, Medical Assistant Medical Officer, Staff Nurse



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DAFTAR SINGKATAN PERKATAAN

<i>Human Immunodeficiency Virus</i>	HIV
<i>Acquired Immune Deficiency Syndrome</i>	AIDS
Orang Yang Hidup Dengan HIV/AIDS	ODHA
<i>People Who Are Living With HIV/AIDS</i>	PLHIV
Kementerian Kesihatan Malaysia	KKM
Penolong Pegawai Perubatan	PPP
<i>World Health Organization</i>	WHO
<i>Malaysian AIDS Council</i>	MAC
<i>United Nations Programme on HIV/AIDS</i>	UNAIDS
Pejabat Kesihatan Daerah	PKD
<i>National Medical Research Register</i>	NMRR



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BAB 1.

Pengenalan Kajian

1.1 Pengenalan

Bab ini akan menerangkan latar belakang kajian, pernyataan masalah, soalan-soalan kajian, objektif kajian, signifikan kajian dan skop kajian.

1.2 Latar Belakang Kajian

Bertahun-tahun dahulu, semenjak awal 1980-an telah banyak makalah yang diterbitkan berkaitan stigma dan diskriminasi oleh kakitangan kesihatan yang menyebabkan implikasi negatif terhadap orang yang hidup dengan HIV/AIDS (ODHA) termasuklah pengabaian kepada penjagaan kesihatan dan ketidakpatuhan kepada rawatan (Servin, Munoz, & Zúñiga, 2014; Nyblade et al., 2009; Bird, Bogart, & Delahanty, 2004; Oyeyemi et al., 2006; UNAIDS, 2007; Wagner, Hart, McShane, Margolese, & Girard, 2014). Kajian yang dijalankan di Los Angeles membuktikan 20-25% daripada ODHA mengakui menerima stigma dan diskriminasi oleh kakitangan kesihatan yang mengakibatkan mereka keciciran dalam mendapatkan rawatan (Kinsler, Wong, Sayles, Davis, & Cunningham, 2007).

Menurut Pertubuhan Kesihatan Dunia (WHO), virus HIV merupakan virus yang melemahkan sistem pertahanan dalam badan yang membawa orang yang menghidapinya ke arah AIDS. AIDS merupakan peringkat terakhir jangkitan virus HIV yang menyebabkan seseorang itu akan mempunyai sistem pertahanan badan yang lemah dan tidak berupaya melawan penyakit yang lain.

Menjelang akhir 2018 dijangkakan 37.9 juta orang seluruh dunia dijangkiti HIV dengan 1.7 juta jangkitan baru dan 32 juta kematian. Ianya merupakan satu angka

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LAMPIRAN

Soalan Kajian

Measuring HIV Stigma and Discrimination Among Health Facility Staff:
Standardized Brief Questionnaire

SECTION 1: BACKGROUND INFORMATION

First we will ask about your background.

1. How old were you at your last birthday? years
2. What is your sex?
☐ Female ☐ Male
3. What is your current job?
(Adjust as appropriate for country context by adding or deleting categories according to sample.)

<input type="checkbox"/> Accountant	<input type="checkbox"/> Cashier	<input type="checkbox"/> Cleaning Staff	<input type="checkbox"/> Clinical Officer
<input type="checkbox"/> Dentist	<input type="checkbox"/> Dental Technician/Hygienist	<input type="checkbox"/> Doctor	
<input type="checkbox"/> Educator	<input type="checkbox"/> Laboratory Technician		
<input type="checkbox"/> Lay Health Worker/Peer Educator	<input type="checkbox"/> Medical Records Personnel		
<input type="checkbox"/> Medical Technician	<input type="checkbox"/> Nurse	<input type="checkbox"/> Pharmacist	<input type="checkbox"/> Receptionist
<input type="checkbox"/> Security Guard	<input type="checkbox"/> Ward Attendant	<input type="checkbox"/> Phlebotomist	
<input type="checkbox"/> Other: <input type="text"/>			
4. How many years have you worked in healthcare? years
5. Have you ever worked in a clinic/hospital/department that specialized in HIV care and treatment?
☐ Yes ☐ No
6. If low prevalence, use question 6a. If high prevalence, use question 6b.
 - a. In the past 12 months, approximately how many HIV-positive patients did you provide with care or services?
 - b. In a typical week, approximately how many HIV-positive patients do you provide with care or services?
7. Did you ever receive training in the following subjects? (Check all that apply.)

a. HIV stigma and discrimination	<input type="checkbox"/>
b. Infection control and universal precautions (including post-exposure prophylaxis)	<input type="checkbox"/>
c. Patients' informed consent, privacy, and confidentiality	<input type="checkbox"/>
d. Key population stigma and discrimination	<input type="checkbox"/>

SECTION 2: INFECTION CONTROL

Now we will ask you about infection concerns in your health facility.

8. How worried would you be about getting HIV if you did the following?
If any of the following is not one of your job responsibilities, please select "Not applicable."
- a. Touched the clothing of a patient living with HIV
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
 - b. Dressed the wounds of a patient living with HIV
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
 - c. Drew blood from a patient living with HIV
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
 - d. Took the temperature of a patient living with HIV
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
9. Do you typically use any of the following measures when providing care or services for a patient living with HIV?
- a. Avoid physical contact
☐ Yes ☐ No ☐ Not applicable
 - b. Wear double gloves
☐ Yes ☐ No ☐ Not applicable
 - c. Wear gloves during all aspects of the patient's care
☐ Yes ☐ No ☐ Not applicable
 - d. Use any special infection-control measures with patients living with HIV that you do not use with other patients
☐ Yes ☐ No ☐ Not applicable

SECTION 3: HEALTH FACILITY ENVIRONMENT

Now we will ask about practices in your health facility and your experiences working in a facility that provides care to people living with HIV.

10. In the past 12 months have you seen a person living with HIV in your health facility?
- ☐ Yes → go to question 11
 - ☐ No → skip to question 12
 - ☐ Don't know → skip to question 12
11. In the past 12 months, how often have you observed the following in your health facility?
- a. Healthcare workers unwilling to care for a patient living with or thought to be living with HIV
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time

- b. Healthcare workers providing poorer quality of care to a patient living with or thought to be living with HIV, relative to other patients
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- c. Healthcare workers talking badly about people living with or thought to be living with HIV
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
12. If low prevalence, use question 12a. If high prevalence, use question 12b.
- a. How worried are you about
- i. People talking badly about you because you care for patients living with HIV?
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried
- ii. Friends and family avoiding you because you care for patients living with HIV?
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried
- iii. Colleagues avoiding you because of your work caring for patients living with HIV?
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried
- b. *In the past 12 months*, how often have you
- i. Experienced people talking badly about you because you care for patients living with HIV?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- ii. Been avoided by friends and family because you care for patients living with HIV?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- iii. Been avoided by colleagues because of your work caring for patients living with HIV?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
13. How hesitant are healthcare workers in this facility to work alongside a coworker living with HIV, regardless of their duties?
☐ Not hesitant ☐ A little hesitant ☐ Somewhat hesitant ☐ Very hesitant

SECTION 4: HEALTH FACILITY POLICIES

Now we are going to ask about the institutional policy and work environment in your facility.

14. In my facility it is not acceptable to test a patient for HIV without their knowledge.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
15. I will get in trouble at work if I discriminate against patients living with HIV.
☐ Yes ☐ No ☐ Don't Know

16. Do you strongly agree, agree, disagree, or strongly disagree with the following statements?
- a. There are adequate supplies in my health facility that reduce my risk of becoming infected with HIV.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
 - b. There are standardized procedures/protocols in my health facility that reduce my risk of becoming infected with HIV.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
17. My health facility has written guidelines to protect patients living with HIV from discrimination.
☐ Yes ☐ No ☐ Don't Know



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SECTION 5: OPINIONS ABOUT PEOPLE LIVING WITH HIV

Now we are going to ask about opinions related to people living with HIV.

18. Do you strongly agree, agree, disagree, or strongly disagree with the following statements?

- a. Most people living with HIV do not care if they infect other people.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- b. People living with HIV should feel ashamed of themselves.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- c. Most people living with HIV have had many sexual partners.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- d. People get infected with HIV because they engage in irresponsible behaviors.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- e. HIV is punishment for bad behavior.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree

19. Women living with HIV should be allowed to have babies if they wish.

- ☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree

20. Please tell us if you strongly agree, agree, disagree, or strongly disagree with the following statement:

- a. If I had a choice, I would prefer not to provide services to people who inject illegal drugs.
☐ Strongly Agree → go to question 20b
☐ Agree → go to question 20b
☐ Disagree → skip to question 21
☐ Strongly Disagree → skip to question 21
- b. I prefer not to provide services to people who inject illegal drugs because (check all reasons that apply)
 - i. They put me at higher risk for disease. ☐ Agree ☐ Disagree
 - ii. This group engages in immoral behavior. ☐ Agree ☐ Disagree
 - iii. I have not received training to work with this group. ☐ Agree ☐ Disagree

21. Please tell us if you strongly agree, agree, disagree, or strongly disagree with the following statement:

- a. If I had a choice, I would prefer not to provide services to men who have sex with men.
☐ Strongly Agree → go to question 21b
☐ Agree → go to question 21b
☐ Disagree → skip to question 22
☐ Strongly Disagree → skip to question 22

- b. I prefer not to provide services to men who have sex with men because (check all reasons that apply)
- | | | |
|------------------------------------------------------------|--------------------------------|-----------------------------------|
| i. They put me at higher risk for disease. | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| ii. This group engages in immoral behavior. | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| iii. I have not received training to work with this group. | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |

22. Please tell us if you strongly agree, agree, disagree, or strongly disagree with the following statement:

- a. If I had a choice, I would prefer not to provide services to sex workers (*specify: male or female or both, depending on context*).
- | | |
|--------------------------------------------|-----------------------|
| <input type="checkbox"/> Strongly Agree | → go to question 22b |
| <input type="checkbox"/> Agree | → go to question 22b |
| <input type="checkbox"/> Disagree | → skip to question 23 |
| <input type="checkbox"/> Strongly Disagree | → skip to question 23 |
- b. I prefer not to provide services to sex workers because (check all reasons that apply)
- | | | |
|------------------------------------------------------------|--------------------------------|-----------------------------------|
| i. They put me at higher risk for disease. | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| ii. This group engages in immoral behavior. | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |
| iii. I have not received training to work with this group. | <input type="checkbox"/> Agree | <input type="checkbox"/> Disagree |



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Soalan yang digugurkan.

MODULE 1: ANTENATAL CARE, PREVENTION OF MOTHER-TO-CHILD TRANSMISSION, AND LABOR AND DELIVERY WARDS

The following section is to be completed by service providers who work with pregnant women in antenatal care, prevention of mother-to-child transmission of HIV, and in labor and delivery rooms. If you do not work in one of these areas, you have completed the questionnaire.

23. How worried are you about assisting in labor and delivery if the woman is living with HIV?

- ☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable

24. In the past 12 months, how often have you observed other healthcare providers

- a. Performing an HIV test on a pregnant woman without her informed consent?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- b. Neglecting a woman living with HIV during labor and delivery because of her HIV status?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- c. Using additional infection-control procedures (e.g., double gloves) with a pregnant woman living with HIV during labor and delivery because of her HIV status?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- d. Disclosing the status of a pregnant woman living with HIV to others without her consent?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- e. Making HIV treatment for a woman living with HIV conditional on her use of family planning methods?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time

25. Do you strongly agree, agree, disagree, or strongly disagree with the following statements?

- a. If a pregnant woman is HIV positive, her family has a right to know.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- b. Pregnant women who refuse HIV testing are irresponsible.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- c. Women living with HIV should not get pregnant if they already have children.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- d. It can be appropriate to sterilize a woman living with HIV, even if this is not her choice.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree

BORANG SOAL SELIDIK

Bahagian 1 : Latar Belakang

Soalan berkaitan latar belakang responden

1. Umur pada tarikh hari lahir yang lepas

	Tahun
--	-------

2. Jantina

L	P
---	---

3. Jawatan

Penolong Pegawai Perubatan

 Jururawat Kesihatan

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4. Jumlah tahun berkhidmat dalam sektor kesihatan

	Tahun
--	-------

5. Pernahkah anda bertugas di unit yang secara spesifik memberikan penjagaan dan rawatan kepada pesakit HIV/AIDS?

	Tahun
--	-------

6. Jika berkaitan sila terus ke soalan 6a. Jika kurang berkaitan sila ke soalan 6b

- a. Sepanjang 12 bulan yang lepas, berapakah jumlah pesakit HIV yang anda berikan perkhidmatan rawatan dan penjagaan

	Orang
--	-------

 - b. Dalam beberapa minggu ini, berapakah jumlah pesakit HIV yang anda berikan perkhidmatan rawatan dan penjagaan

	Orang
--	-------

7. Adakah anda pernah menjalani latihan seperti di bawah (Sila Tandakan “√”)

	YA	TIDAK
Stigma dan diskriminasi HIV		
Kawalan infeksi dan <i>Universal Precautions</i> (termasuk Post Exposure Prophylaxis)		
Penggunaan Borang Kebenaran Ujian kepada pesakit, Kerahsiaan dan keselamatan data pesakit,		
Diskriminasi terhadap golongan kumpulan berisiko (key Population)		

Bahagian 2 : Kawalan Infeksi

Bahagian ini akan berkisar tentang kebimbangan jangkitan di fasiliti bertugas.

Sila **BULATKAN** dalam ruangan yang disediakan berdasarkan skala berikut

TIDAK RISAU	SEDIKIT RISAU	TIDAK BERKAITAN	RISAU	SANGAT RISAU
1	2	3	4	5

8.	Sejauhmanakah kerisauan anda untuk dijangkiti HIV berdasarkan kenyataan di bawah <i>Jika kenyataan di bawah tidak berkaitan dengan tugas anda, sila BULATKAN SKALA 3 iaitu “Tidak Berkaitan”</i>					
a.	Menyentuh pakaian pesakit HIV	1	2	3	4	5
b.	Menjalankan prosedur cucian luka terhadap pesakit HIV	1	2	3	4	5
c.	Menjalankan prosedur pengambilan darah pesakit HIV	1	2	3	4	5
d.	Menjalankan prosedur pengambilan suhu badan pesakit HIV	1	2	3	4	5

Bagi soalan 9 Sila **BULATKAN** dalam ruangan yang disediakan berdasarkan skala berikut :

Jika kenyataan tersebut tidak berkaitan dengan tugas anda, sila **BULATKAN SKALA 3** iaitu “Tidak Berkaitan”

SANGAT TIDAK SETUJU	TIDAK SETUJU	TIDAK BERKAITAN	SETUJU	SANGAT SETUJU
1	2	3	4	5

9.	Adakah anda mengamalkan amalan berikut dalam memberikan perkhidmatan penjagaan kesihatan dan rawatan kepada pesakit HIV					
a.	Mengelakkan sebarang sentuhan dengan pesakit HIV	1	2	3	4	5
b.	Memakai sarung tangan berganda (<i>Double Glove</i>)	1	2	3	4	5
c.	Memakai sarung tangan dalam apa jua prosedur penjagaan pesakit HIV	1	2	3	4	5
d.	Memakai alat pelindung diri yang spesifik terhadap pesakit HIV tetapi TIDAK digunakan kepada pesakit lain	1	2	3	4	5

Bahagian 3 : Persekitaran Tempat Kerja

Bahagian ini akan berkisar tentang amalan di tempat kerja dan pengalaman anda bertugas di tempat yang memberikan perkhidmatan penjagaan dan rawatan kepada pesakit HIV.

10. Sepanjang 12 bulan yang lepas, adakah anda mengendalikan atau menjalankan perkhidmatan penjagaan dan rawatan kepada pesakit HIV (Sila Tandakan dalam kotak yang disediakan)

YA

☐

Sila Teruskan ke soalan 11

TIDAK

☐

Sila Teruskan ke soalan 12

TIDAK BERKAITAN

☐

Sila Teruskan ke soalan 12

Bagi soalan 11 dan 12, Sila **BULATKAN** dalam ruangan yang disediakan berdasarkan skala berikut

TIADA	KURANG	TIDAK BERKAITAN	KEBANYAKAN MASA	KERAP
1	2	3	4	5

11.	Dalam 12 bulan yang lepas, berapakah kekerapan anda melihat kenyataan dibawah berlaku di fasiliti anda <i>Jika kenyataan di bawah tidak berkaitan dengan tugas anda, sila BULATKAN SKALA 3 iaitu "Tidak Berkaitan"</i>					
a.	Kakitangan paramedik ENGGAN memberikan perkhidmatan penjagaan dan rawatan kepada pesakit HIV	1	2	3	4	5
b.	Kakitangan paramedik memberikan perkhidmatan kurang berkualiti terhadap pesakit HIV	1	2	3	4	5
c.	Kakitangan paramedik bercakap buruk terhadap pesakit HIV	1	2	3	4	5

Bagi soalan 12 a , Sila **BULATKAN** dalam ruangan yang disediakan berdasarkan skala berikut :

Jika kenyataan tersebut tidak berkaitan dengan tugas anda, sila **BULATKAN SKALA 3** iaitu “Tidak Berkaitan”

TIDAK RISAU	SEDIKIT RISAU	TIDAK BERKAITAN	RISAU	SANGAT RISAU
1	2	3	4	5

12. Jika berkaitan sila jawab soalan 12A. Jika tidak berkaitan, sila jawab soalan 12B

a.	Tahap kerisauan anda berkaitan					
i.	Orang lain berkata di belakang tentang anda kerana anda memberikan perkhidmatan rawatan dan penjagaan kepada pesakit HIV	1	2	3	4	5
ii.	Rakan (selain rakan sekerja) dan ahli keluarga tidak mempedulikan anda kerana anda memberikan perkhidmatan rawatan dan penjagaan kepada pesakit HIV	1	2	3	4	5
iii.	Rakan sekerja tidak mempedulikan anda kerana anda memberikan perkhidmatan rawatan dan penjagaan kepada pesakit HIV	1	2	3	4	5

Bagi soalan 12 b , Sila **BULATKAN** dalam ruangan yang disediakan berdasarkan skala berikut :

Jika kenyataan tersebut tidak berkaitan dengan tugas anda, sila **BULATKAN SKALA 3** iaitu “Tidak Berkaitan”

TIADA	KURANG	TIDAK BERKAITAN	KEBANYAKAN MASA	KERAP
1	2	3	4	5

b.	Dalam tempoh 12 bulan yang lepas sejauhmanakah kekerapan anda menghadapi					
i.	Mempunyai pengalaman orang lain berkata di belakang tentang anda kerana anda memberikan perkhidmatan rawatan dan penjagaan kepada pesakit HIV	1	2	3	4	5
ii.	Anda telah diabaikan oleh rakan (selain rakan sekerja) dan ahli keluarga kerana anda memberikan perkhidmatan rawatan dan penjagaan kepada pesakit HIV	1	2	3	4	5
iii.	Anda telah diabaikan oleh rakan sekerja kerana anda memberikan perkhidmatan rawatan dan penjagaan kepada pesakit HIV	1	2	3	4	5

Bagi soalan 13 , Sila **BULATKAN** dalam ruangan yang disediakan berdasarkan skala berikut:

Jika kenyataan tersebut tidak berkaitan dengan tugas anda, sila **BULATKAN SKALA 3** iaitu “Tidak Berkaitan”

TIADA	KURANG	TIDAK BERKAITAN	KEBANYAKAN MASA	KERAP
1	2	3	4	5

13.	Apakah kekerapan anda bekerjasama dengan rakan sekerja yang menghidapi HIV tanpa mengambil kira tugas yang diberikan	1	2	3	4	5
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Bahagian 4 : Polisi Fasiliti Kesihatan

Bahagian ini akan berkisar tentang polisi dan persekitaran tempat kerja.

Bagi soalan 14 – 17 Sila **BULATKAN** dalam ruangan yang disediakan berdasarkan skala berikut :

Jika kenyataan tersebut tidak berkaitan dengan tugas anda, sila **BULATKAN SKALA 3** iaitu “Tidak Berkaitan”

SANGAT TIDAK SETUJU	TIDAK SETUJU	TIDAK BERKAITAN	SETUJU	SANGAT SETUJU
1	2	3	4	5

14.	Fasiliti kesihatan tempat saya bertugas tidak akan menerima pelanggan yang tidak mempunyai ilmu atau maklumat berkaitan HIV untuk membuat ujian HIV	1	2	3	4	5
15.	Saya akan ditimpa masalah sekiranya saya mendiskriminasi pesakit HIV	1	2	3	4	5
16.	Adakah anda sangat setuju, setuju, tidak berkaitan, tidak bersetuju dan sangat tidak bersetuju dengan kenyataan berikut :					
	a. Terdapat peralatan yang mencukupi di tempat saya bekerja yang boleh mengurangkan risiko jangkitan HIV	1	2	3	4	5
	b. Terdapat prosedur / protokol standard atau CPG yang berkaitan yang boleh mengurangkan risiko jangkitan HIV kepada saya dan rakan sekerja	1	2	3	4	5
17.	Di tempat saya bertugas terdapat garis panduan untuk melindungi pesakit HIV dari didiskriminasi	1	2	3	4	5

Bahagian 5 : Pandangan Dan Cadangan Terhadap Pesakit HIV

Bahagian ini akan membincangkan pandangan dan cadangan terhadap pesakit HIV

Bagi soalan 18 - 22 Sila **BULATKAN** dalam ruangan yang disediakan berdasarkan skala berikut :

Jika kenyataan tersebut tidak berkaitan dengan tugas anda, sila **BULATKAN SKALA 3** iaitu “Tidak Berkaitan”

SANGAT TIDAK SETUJU	TIDAK SETUJU	TIDAK BERKAITAN	SETUJU	SANGAT SETUJU
1	2	3	4	5

18.	Adakah anda sangat setuju, setuju, tidak berkaitan, tidak bersetuju dan sangat tidak bersetuju dengan kenyataan berikut :					
a.	Kebanyakan pesakit HIV tidak kisah sekiranya mereka menjangkiti orang lain	1	2	3	4	5
b.	Mereka yang dijangkiti virus HIV seharusnya berasa malu terhadap diri mereka sendiri	1	2	3	4	5
c.	Kebanyakan pesakit HIV mempunyai ramai pasangan seksual (<i>Multiple Sexual Partner</i>)	1	2	3	4	5
d.	Mereka yang dijangkiti virus HIV adalah mereka yang melakukan aktiviti yang tidak bermoral	1	2	3	4	5
e.	HIV adalah balasan kepada mereka yang melakukan aktiviti yang tidak bermoral	1	2	3	4	5
19.	Wanita yang hidup dengan HIV sepatutnya diberi kebenaran untuk mengandung dan mempunyai bayi jika mereka mempunyai keinginan tersebut	1	2	3	4	5

20.	Adakah anda sangat setuju, setuju, tidak berkaitan, tidak bersetuju dan sangat tidak bersetuju dengan kenyataan berikut :					
a. Jika diberi pilihan, saya lebih memilih untuk tidak memberikan perkhidmatan rawatan dan penjagaan kepada mereka yang menggunakan dadah secara suntikan						
SANGAT TIDAK SETUJU			Sila Teruskan ke soalan 21			
TIDAK SETUJU			Sila Teruskan ke soalan 21			
SETUJU			Sila Teruskan ke soalan 20b			
SANGAT SETUJU			Sila Teruskan ke soalan 20b			
b. Jika diberi pilihan, saya lebih memilih untuk tidak memberikan perkhidmatan rawatan dan penjagaan kepada mereka yang menggunakan dadah secara suntikan kerana : <i>(bulatkan di ruangan alasan yang disediakan)</i>						
i.	Mereka berisiko untuk menjangkiti saya dengan pelbagai penyakit	1	2	3	4	5
ii.	Golongan ini adalah golongan yang menjalankan aktiviti yang tidak bermoral	1	2	3	4	5
iii.	Saya tidak mempunyai apa-apa latihan khusus untuk mengendalikan atau memberikan perkhidmatan rawatan dan penjagaan kepada golongan ini	1	2	3	4	5
21.	Adakah anda sangat setuju, setuju, tidak berkaitan, tidak bersetuju dan sangat tidak bersetuju dengan kenyataan berikut :					
a. Jika diberi pilihan, saya lebih memilih untuk tidak memberikan perkhidmatan rawatan dan penjagaan kepada golongan lelaki yang menjalankan hubungan seks dengan lelaki						
SANGAT TIDAK SETUJU			Sila Teruskan ke soalan 22			
TIDAK SETUJU			Sila Teruskan ke soalan 22			
SETUJU			Sila Teruskan ke soalan 21b			
SANGAT SETUJU			Sila Teruskan ke soalan 21b			
b. Jika diberi pilihan, saya lebih memilih untuk tidak memberikan perkhidmatan rawatan dan penjagaan kepada lelaki yang menjalankan hubungan seks dengan lelaki kerana : <i>(bulatkan di ruangan alasan yang disediakan)</i>						
i.	Mereka berisiko untuk menjangkiti saya dengan pelbagai penyakit	1	2	3	4	5
ii.	Golongan ini adalah golongan yang menjalankan aktiviti yang tidak bermoral	1	2	3	4	5

iii.	Saya tidak mempunyai apa-apa latihan khusus untuk mengendalikan atau memberikan perkhidmatan rawatan dan penjagaan kepada golongan ini	1	2	3	4	5
22.	Adakah anda sangat setuju, setuju, tidak berkaitan, tidak bersetuju dan sangat tidak bersetuju dengan kenyataan berikut :					
a.	Jika diberi pilihan, saya lebih memilih untuk tidak memberikan perkhidmatan rawatan dan penjagaan kepada pekerja seks kerana : (<i>bulatkan di ruangan alasan yang disediakan</i>)					
i.	Mereka berisiko untuk menjangkiti saya dengan pelbagai penyakit	1	2	3	4	5
ii.	Golongan ini adalah golongan yang menjalankan aktiviti yang tidak bermoral	1	2	3	4	5
iii.	Saya tidak mempunyai apa-apa latihan khusus untuk mengendalikan atau memberikan perkhidmatan rawatan dan penjagaan kepada golongan ini	1	2	3	4	5



UUM
Universiti Utara Malaysia

Kelulusan Menjalankan Kajian



JAWATANKUASA ETIKA & PENYELIDIKAN PERUBATAN
(MEDICAL RESEARCH & ETHICS COMMITTEE)
KEMENTERIAN KESIHATAN MALAYSIA
MINISTRY OF HEALTH MALAYSIA
Kompleks Institut Kesihatan Negara (NIH)
No.1, Jalan Setia Murni U13/52,
Seksyen U13 Bandar Setia Alam,
40170 Shah Alam, Selangor.



Tel.: +(6)03-33628888/ 33628205

Ref. : KKM/NIHSEC/P19-2378(11)
Date : 22-January-2020

MOHD RAZIF SIDEK
KLINIK KESIHATAN SUNGAI BULOH

Dear Dato'/ Dr/ Sir/ Madam,

LETTER OF ETHICAL APPROVAL:

NMRR-19-2993-50832 (IIR)

STIGMA DAN DISKRIMINASI TERHADAP PESAKIT HIV/AIDS OLEH KAKITANGAN PARAMEDIK DI PEJABAT KESIHATAN DAERAH GOMBAK

This letter is made in reference to the matter above.

2. The Medical Research and Ethics Committee (MREC), Ministry of Health Malaysia (MOH) has provided ethical approval for this study. Please take note that all records and data are to be kept strictly **CONFIDENTIAL** and can only be used for the purpose of this study. All precautions are to be taken to maintain data confidentiality. Permission from the District Health Officer / Hospital Administrator/ Hospital Director and all relevant heads of departments /units where the study will be carried out must be obtained prior to the study. You are required to follow and comply with their decision and all other relevant regulations including the Access to the Biological and Benefit Sharing Act 2017.

3. The investigators and sites involved in this study are:

Pejabat Kesihatan Daerah Gombak
Mohd Razif Sidek (Principal / Coordinating Investigator)

4. The following study documents have been received and reviewed with reference to the above study:

Documents received and reviewed with reference to the above study:

1. Cover letter to MREC (Version 1, dated 08-10-2019)
2. Declaration of Conflict of Interest (COI) (Version 1, dated 08-10-2019)
3. Protocol (Version 4, dated 21-01-2020)
4. English: Patient Information Sheet/ Informed Consent Form (Version 4, dated 21-01-2020)
5. Malay: Patient Information Sheet/ Informed Consent Form (Version 4, dated 21-01-2020)
6. Questionnaire (Version 1, dated 08-10-2019)
7. Follow-up Review Report (Version 1, dated 21-01-2020)
8. IA-HOD-IA and CV of:
 - Mohd Razif Sidek

5. Please note that the approval is valid until **21-January-2021**. The following are to be reported upon receiving ethical approval. Required forms can be obtained from the Medical Research Ethics Committee (MREC) website (<http://www.nih.gov.my/mrec>).

.../2-

- i. **Continuing Review Form** has to be submitted to MREC within 2 months (60 days) prior to the expiry of ethical approval.
 - ii. **Study Final Report** upon study completion to the MREC.
 - iii. Ethical approval is required in the case of **amendments/ changes** to the **study documents/ study sites/ study team**. MREC reserves the right to withdraw ethical approval if changes to study documents are not completely declared.
 - iv. **Applicable for Clinical interventional Studies only:** Report occurrences of **all Serious Adverse Events (SAEs), Suspected Unexpected Serious Adverse Reaction (SUSARs)** and **Protocol Deviation/Violation** at all MREC approved sites to MREC. SAEs are to be reported within 15 calendar days from awareness of event by investigator. Initial report of SUSARs are to be reported as soon as possible but not later than 7 calendar days from awareness of event by investigator, followed by a complete report within 8 additional calendar days.
6. There will be **181 subjects/ patients/ respondents** targeted to be enrolled in this study within Malaysia.
7. Please take note that the reference number of this letter must be stated in all future correspondence related to this study to facilitate the administrative processes.

Project Sites:

PEJABAT KESIHATAN DAERAH GOMBAK

Decision by Medical Research & Ethics Committee:

- (☒) Approved
(☐) Disapproved

Date of Approval : **22-January-2020**


.....
DR. H.H. SALINA BINTI ABDUL AZIZ
Chairperson
Medical Research & Ethics Committee
Ministry of Health Malaysia
(MMC No: 27117)

c.c:

HRRC Hospital Ampang